



Mary Snow for CEMA Senior Vice President
Experienced Leadership. Strong Advocacy. Clear Priorities

Hello Fellow CEMA Members,

I am an **IT Manager with Technology Services and Solutions (TSS)**. I am seeking your support for **CEMA Senior Vice President** because I believe our union needs experienced, engaged leadership as we prepare for some of the most significant challenges facing our membership.

During the past two years, I have proudly served on the CEMA Board as a **Member-at-Large**, helping advance strategic initiatives that directly impact our members. As **Chair of the AI Committee** and **Co-Chair of the Professional Development and PEPPRA Reform Committees**, I worked to ensure CEMA remains proactive in addressing the changing workplace, retirement security, and professional growth opportunities for our members.

The AI Committee successfully advocated for responsible technology and artificial intelligence legislation and partnered with County leadership to promote transparency, accountability, and the principle that humans must remain central to decision-making. I represent CEMA in a regional South Bay technology coalition that brings together labor organizations and public agencies to advocate for the ethical deployment of AI.

One thing is clear: **our next Memorandum of Understanding must include strong technology and AI protections.** Employees deserve safeguards that ensure emerging technologies are implemented responsibly, transparently, and without negative impacts to the workforce.

I am actively engaged in labor and political advocacy and attended the California Labor Joint Legislative Conference and Lobby Day in Sacramento. These experiences have allowed me to work directly with elected officials and labor leaders to advance policies that strengthen our collective voice.

My Priorities for CEMA

1. Budget and Workforce Protection- CEMA must remain vigilant in protecting members from unnecessary layoffs, understaffing, and service reductions. I will continue advocating for budgeting decisions that maintain critical services while supporting the workforce that delivers them.

CEMA's success depends on strong leadership, thoughtful advocacy, and a commitment to protecting the interests of our members. I am committed to continuing that work and ensuring your voice is represented at the bargaining table.

2. Strong Contract Negotiations- With negotiations on the horizon, protecting our members must remain our highest priority. I will advocate fair compensation, quality benefits, job security, and transparent decision-making, while ensuring the County follows all contractual obligations related to layoffs, workforce reductions, and organizational changes.

3. PEPPRA Reform- PEPPRA negatively affects recruitment, retention, and retirement security. As Co-Chair of the PEPPRA Reform Committee, I will advance meaningful reforms that restore fairness and strengthen retirement benefits.

4. Responsible AI and Technology Policy- Artificial intelligence is rapidly transforming the workplace. CEMA must lead the conversation by securing contractual protections that ensure transparency, accountability, privacy safeguards, workforce impact assessments, and meaningful employee involvement whenever new technologies are introduced.

I respectfully ask for your vote for **Senior Vice President** and the opportunity to continue serving and advocating on behalf of CEMA members.

Thank you for your consideration and support.

Mary Snow

Candidate for Senior Vice President